

Job title	Novo Nordisk Postdoctoral Research Fellow in Diabetes and Metabolism (3 Posts)
Division	Medical Sciences Division
Department	Radcliffe Department of Medicine, University of Oxford
Location	Depending upon the project selected, the posts will be based in: <ol style="list-style-type: none"> 1. The Oxford Centre for Diabetes, Endocrinology & Metabolism, which is part of the Radcliffe Department of Medicine (OCDEM, RDM) 2. The Division of Cardiovascular Medicine, which is part of the Radcliffe Department of Medicine (CVM, RDM) 3. The Department of Physiology, Anatomy and Genetics (DPAG) 4. The Big Data Institute 5. The Nuffield Department of Medicine 6. The Nuffield Department of Clinical Neurosciences
Grade and salary	Grade 7: £31,604 - £38,833 per annum
Hours	Full time
Contract type	Fixed term for 3 years
Reporting to	To be confirmed on appointment, dependent upon project selected.
Vacancy reference	133026
Additional information	Interviews will be held on Wednesday 2 May 2018

Research topic	Diabetes and metabolism
Principal Investigator / supervisor	A list of principal investigators and the projects that are available are listed below
Project team	N/A
Project web site	www.rdm.ox.ac.uk/novo-nordisk-fellowships
Funding partner	The funds supporting this research project are provided by Novo Nordisk
Recent publications	See above website



The role

Novo Nordisk is funding a prestigious fellowship programme at the University of Oxford for both basic science postdoctoral researchers and clinical research training fellows. The programme is focused on diabetes research. It aims to support the development of a new generation of exceptional early career diabetes researchers, who will become future leaders in the field, while further developing scientific excellence within diabetes and ultimately improving the lives of patients. As part of this programme, we are looking to recruit three outstanding postdoctoral researchers.

In Oxford, world class diabetes research is conducted across the spectrum of population, clinical and basic science and the projects on offer span this spectrum. Depending on the project selected, fellows will be based in: (1) the Oxford Centre for Diabetes, Endocrinology & Metabolism (OCDEM, www.rdm.ox.ac.uk/ocdem), which is part of the Radcliffe Department of Medicine (RDM), (2) the Division of Cardiovascular Medicine (CVM, www.cardiov.ox.ac.uk), which is part of the Radcliffe Department of Medicine (RDM), (3) the Department of Physiology, Anatomy and Genetics (DPAG, www.dpag.ox.ac.uk), (4) The Big Data Institute (BDI, www.bdi.ox.ac.uk), (5) the Nuffield Department of Medicine (NDM, www.ndm.ox.ac.uk), (6) the Nuffield Department of Clinical Neurosciences (NDCN, www.ndcn.ox.ac.uk).

Based in Oxford, fellows will get to undertake a cutting edge research project, supervised by world-leading researchers in the field of diabetes and metabolism. In addition, each fellow will be given a mentor in Novo Nordisk. It is anticipated that in the course of the fellowship, fellows will get to spend some time in the labs of Novo Nordisk in Copenhagen. There may also be the option to form a collaboration with the recently launched Novo Nordisk Research Centre Oxford. Thus fellows will get an insight into research in both academia and industry. In order to increase coherence around the fellowship programme, a number of events will be held throughout the year such as high profile lectures, symposia, etc which the fellows will attend, in both Oxford and Copenhagen.

It is our intention that the Postdoctoral Research Fellowships will start in the autumn of 2018, though some flexibility with the start date might be possible.

Research Projects

The following eight projects are available:

Principal Investigator	Project Title
Prof Charalambos Antoniades and Prof Barbara Casadei	Adipose tissue-derived microRNAs as therapeutic targets in obesity-related atrial fibrillation
Prof Damian Tyler	Exploring the metabolic interactions between the heart, liver and kidneys in type 2 diabetes using hyperpolarized magnetic resonance
Dr Costas Christodoulides, Dr Ben Davies and Prof Mark McCarthy	Genetic insights into the role of brown adipose tissue in human metabolic disease
Prof Mark McCarthy and Prof Cecilia Lindgren	Improved strategies for stratification of disease risk, subtype and therapeutic response in type 2 diabetes and obesity

Prof Vladyslav Vyazovskiy, Prof Stuart Peirson and Dr James Cantley	Investigating the relationship between glucose homeostasis and torpor in mice
Dr Michael Pavlides, Prof Stefan Neubauer and Prof Leanne Hodson	Investigating the role of oxidative stress and insulin resistance in NAFLD progression with advanced MR techniques and stable-isotope tracers
Prof Jeremy Tomlinson, Dr Garry Tan and Prof Leanne Hodson	Optimizing glycaemic control to improve non-alcoholic fatty liver disease (NAFLD)
Prof Frances Ashcroft and Prof Patrik Rorsman	Regulation of delta-cell pancreatic secretion in health and disease

Full details on each project can be found at: www.rdm.ox.ac.uk/research-projects

As part of your application you must select up to three of the projects, ranking them in order of preference. You should indicate your preferences in your supporting statement, giving reasons for your particular selections. If your application is successful, we will aim to assign you your first choice of project, but this cannot be guaranteed.

Responsibilities

- Plan, manage and conduct an agreed academic research project and associated activities; taking direction from the Principal Investigator(s) and other colleagues in the laboratory as appropriate.
- Test hypotheses and analyse scientific data from a variety of sources, reviewing and refining working hypotheses as appropriate.
- Develop research questions, analyse detailed and complex qualitative and/or quantitative data from a variety of sources, and contribute original ideas for new research projects.
- Coordinate multiple aspects of work to deliver novel research data in accordance with established timelines set between you and the Principal Investigator.
- Develop ideas for generating research income, and present detailed research proposals to senior researchers.
- Adapt existing and develop new scientific techniques and experimental protocols to support research.
- Regularly contribute to or write research articles at an international level for peer-reviewed journals, book chapters, and reviews.
- Formally present your research and represent the research group at internal, national and international conferences and meetings; either with other members of the team or alone.
- Informally present your research to the group at established meetings.
- Input scientifically into the research group both at meetings and practically where requested or appropriate.
- Carry out collaborative projects with colleagues in partner institutions, and research groups, in accordance with the Principal Investigator's requirements.
- Act as a source of information and advice to other members of the group on scientific protocols and experimental techniques.
- Take on other tasks or duties assigned by the Principal Investigator as required.

Selection criteria

Essential

- A PhD, or near to completion, in a medical/biological subject, together with relevant experience.
- Be no more than three years post PhD at the start of the fellowship (autumn 2018). This condition will be relaxed proportionately for applicants who have had a career break.
- A strong CV, having published in high impact journals and presented at international meetings.
- An enthusiastic interest in diabetes and metabolic research.
- The ability to manage your own academic research and associated activities.
- Ability to contribute ideas for new research projects and research income generation.
- Ability to work with meticulous attention to detail.
- Evidence of excellent interpersonal skills and leadership, with the ability to communicate research ideas and results in a clear and logical way and the ability to confidently and effectively interact with colleagues and the broader research community.
- Strong verbal and written communication skills.
- A conscientious and enthusiastic working approach.
- Excellent planning, organisational and problem solving skills.

Desirable

- Previous experience of research related to type 2 diabetes and/or related conditions.

Hazard-specific / Safety-critical duties

This job may include the following hazards or safety-critical activities which will require successful pre-employment health screening through our Occupational Health Service before the successful candidate will be allowed to start work:

- Lone working
- Working with ionising radiation
- Working with category 3b or 4 lasers (laser safety class)
- Working with infectious pathogens (hazard group 2/3)
- Working with blood, human products and human tissues
- Work with allergens, eg laboratory animals, pollen, dust, fish or insects etc.
- Work with any substance which has any of the following pictograms on their MSDS:



Additional security pre-employment checks

This job includes duties which will require the following security pre-employment checks:

- A satisfactory Disclosure Scotland check
- University security screening

About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic,

commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2015/16 exceeded £537.4m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information please visit www.ox.ac.uk/about/organisation

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: <http://www.medsci.ox.ac.uk>

Radcliffe Department of Medicine

The Radcliffe Department of Medicine (RDM) within the Medical Sciences Division is one of the largest departments in the University of Oxford. Headed by Professor Hugh Watkins, RDM is a multi-disciplinary department with research interests that span the translational spectrum, from basic biological research through to clinical application. The department was formed in 2012 and includes:

- The Division of Cardiovascular Medicine (CVM)
- The Investigative Medicine Division (IMD)
- The Nuffield Division of Clinical Laboratory Sciences (NDCLS)
- The Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM)
- The majority of research groups from the MRC Weatherall Institute of Molecular Medicine (WIMM)

The department has internationally renowned programmes in a broad range of sciences related to medicine, from cardiovascular, diabetes, endocrinology, and stroke research, to molecular medicine, immunology, haematology and pathology, including programmes in stem cell and regenerative medicine.

The department employs in the region of 700 staff, has around 125 postgraduate research students and an annual turnover of around £59m.

RDM supports a culture that is inclusive and supportive of all members, including those with caring responsibilities and those who work flexibly for other reasons. We are proud to be a [family friendly department](#), and are committed to creating a working environment that offers opportunities for working parents/carers to achieve their professional goals and develop their careers without having a detrimental effect on family life. To support this, we have a range of family friendly policies and practices including maternity, paternity and adoption leave, shared parental leave, unpaid parental leave, flexible/part-time working and scheduling departmental meetings and seminars within core hours (9.30am - 2.30pm). Many of our staff work flexibly, with arrangements managed informally or formally.



The department currently holds a Silver Athena SWAN award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in SET and create a better working environment for both men and women.

For more information on the department please visit: www.rdm.ox.ac.uk

Novo Nordisk

Novo Nordisk is a global healthcare company with more than 90 years of innovation and leadership in diabetes care. This heritage has given Novo Nordisk experience and capabilities that also enable them to help people defeat other serious chronic conditions: haemophilia, growth disorders and obesity.

Headquartered in Denmark, Novo Nordisk employs approximately 42,000 people in 77 countries.

For more information please visit: www.novonordisk.com/about-novo-nordisk.html



Informal Enquiries

Informal enquiries about the position should be directed to Dr Ruth McCaffrey, Programme Manager to the Novo Nordisk Fellowship Programme (ruth.mccaffrey@rdm.ox.ac.uk).

How to apply

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at www.ox.ac.uk/about/jobs/supportandtechnical/.

If you would like to apply, click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please provide details of two referees and indicate whether we can contact them now.

You will also be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants). **It should also contain your ranking of up to three projects that you are interested in, giving reasons for your particular selections.**

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents as PDF files with your name and the document type in the filename.

All applications must be received by midday on Friday 23 March 2018.

Interviews will be held on Wednesday 2 May 2018.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments)

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from www.ox.ac.uk/about_the_university/jobs/support/. To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

Important information for candidates

Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at:

www.ox.ac.uk/about/jobs/preemploymentscreening/.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at:

www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/.

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/.

From 1 October 2017, there is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of Opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Benefits of working at the University

University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool.

See: www.club.ox.ac.uk and www.sport.ox.ac.uk/oxford-university-sports-facilities.

Information for international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor.

See: www.internationalstaffwelcome.admin.ox.ac.uk/

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff to settle into Oxford and to provide them with an opportunity to meet people in the area. See www.newcomers.ox.ac.uk/

Childcare

The University has excellent childcare services with five University nurseries, as well as University-supported places at many other private nurseries.

For full details including how to apply and the costs, see www.admin.ox.ac.uk/childcare.

Family-friendly benefits

The University subscribes to My Family Care

(www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit www.admin.ox.ac.uk/eop/disab/staff for further details including information about how to make contact, in confidence, with the University's Staff Disability Advisor.

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at www.admin.ox.ac.uk/eop/inpractice/networks/

Other benefits

Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts.

See www.admin.ox.ac.uk/personnel/staffinfo/benefits